

Employment of the elderly

This paper focuses on employment of older people. The issue is tackled in the light of the international documents of the United Nations, the Council of Europe and the European Union. In the following sections the paper analyses French and Czech policies and compares their approach. There are major differences between these two countries in terms of social systems as well as lifestyle of the population.

However, France deals with ageing of its population longer than the Czech Republic, therefore its approach may offer an inspiration.

The employee representatives traditionally play an important role in France. They also influence the state policy on employment of older people on the basis of the tripartite agreements from 2005 and 2013 respectively. Several action plans on ageing were issued in the Czech Republic. However, there seems to be a lack of political will to introduce proper legislation. The programmes reflect the international documents and recommendations but they are just declarations. On the other hand, the ideas of French agreements are really put in practise. Nevertheless, the French approach cannot be considered a coherent policy of employment of older people. It is rather a set of measures which originated from concessions of the subjects on the labour market

The special measures aimed at employment support of older people were introduced in France. There is no specially designed measure for older people in the Czech Republic, the general ones are used instead. Also, there are even preventive measures in France, however, there are rather subsequent instruments in the Czech Republic.

The author of the thesis concluded that France can inspire the Czech Republic particularly by its emphasis that is given to the older workers' competitiveness and to the firms' policy of employment of older people. Finally, it is worth drawing attention to the fixed-term contracts with special conditions for older people.

Based on the findings from the international documents and practise in the Czech Republic and France, the individual measures aimed at employment of older people can be divided into three main fields: (1) supporting the competitiveness of an employee, (2) motivating the employer and (3) measures related to work conditions.

Both countries reacted on demographic changes in the society by increasing the retirement age. However, the states must focus on the employment of older people in its complexity and connect the social security, labour law, employment policy and education into a coherent and consistent whole.

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